



## THE UNITED WAY OF FORSYTH COUNTY, INC.

At the recommendation of a "Poverty Thought Force" launched by Winston-Salem Mayor Allen Joines and involving widespread community engagement, this announces the search for an **Executive Director of *Partnership for Prosperity*** in Winston-Salem/Forsyth County (W-S/FC).

The ideal candidate for this position will have a passionate commitment to alleviating poverty in W-S/FC as demonstrated by their experience, education, and volunteer activities. The Executive Director position requires a proactive, dynamic leader to work with community stakeholders across Winston-Salem and Forsyth County to reduce poverty. W-S/FC has a poverty rate that is above the national average and is ranked low nationally in economic mobility.

The ED will be employed by the United Way of Forsyth County and report to the *Partnership for Prosperity* Advisory Board chaired by the Mayor. She/He will lead a small team to work with stakeholders across the community to understand poverty in W-S/FC, create an action plan to reduce the number of residents affected by poverty in the community, and lead its implementation. Her/his work will be informed by the Poverty Thought Force's report, listing dozens of community-sanctioned recommendations across such areas as health, housing, job creation and training, education, transportation, and hunger/food insecurity.

### **RESPONSIBILITIES**

- Analyze the conditions in our community that make it difficult for people to live self-sufficiently.
- Build on the Thought Force's assessment and 'asset map' of current anti-poverty work in W-S/FC.
- Convene and work with stakeholders to create system-level change and equity through current and enhanced community program resources.
- Set vision, develop, implement and monitor a strategic work plan to reduce poverty in W-S/FC with realistic, measurable objectives and timelines; adjust when necessary.
- Hire, supervise, direct and evaluate Community Engagement and Data Manager associates.
- Seek and take direction from engagement of those affected by poverty.
- Engage community business, nonprofit, and educational leaders to understand magnitude and effect of poverty to gain institutional commitments.
- Provide information, education and Initiative updates to community and all stakeholders about challenges and opportunities.
- Collaborate with and mutually assist local government, United Way, other projects and organizations to accomplish the work of the *Partnership for Prosperity*, including identifying and advocating for system-wide policy changes.



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## SKILLS AND EXPERIENCE REQUIRED

- Knowledge, skills and experience in nonprofits, human services, government and/or public & media relations.
- Ability to think comprehensively, identify patterns across private, public and nonprofit sectors, and recognize innovative, but realistic, new delivery strategies.
- Proven fund development experience, including writing, management, reporting and evaluation of public, private and nonprofit grants.
- Positive leadership style that generates trust, commitment, and excitement among broad range of diverse constituencies; ability to lead without formal authority.
- Capacity to influence while managing stakeholder expectations at many levels.
- Strong track record for fostering effective partnerships, working within a team setting, with tolerance for ambiguity and risk-taking.
- Demonstrated experience in goal setting, problem-solving, and evaluation strategies for measuring progress.
- Demonstrated commitment to inclusiveness.
- Experience working with multiple stakeholders with a high degree of professionalism and tact while maintaining confidentiality.
- Experience with and strong conflict resolution skills.
- Self-starter, able to work independently and with minimal support system.
- Analytical skills; use data to tell stories.
- Demonstrated strong written and oral communication skills; effective public speaker.
- Understanding of Asset-Based Community Development approach, including awareness that vital information regarding poverty comes from those affected.

## OTHER POSITION REQUIREMENTS

- Bachelor's degree in relevant field such as human services, social work, public administration, public health, or urban planning. Advanced degree preferred.
- Understanding of the impact of poverty on individuals, families, organizations and systems, along with existing knowledge/best practices about poverty reduction.
- High level of cultural competency and experience working with a diverse population, including individuals directly impacted by poverty.
- Experience in building community coalitions.
- Minimum 3-5 years of experience in project management and/or leadership role with supervisory experience.
- Understanding of non-profit/social sector.
- Ability to work independently, including ability to anticipate project needs, discern work priorities among multiple assignments, and meet deadlines with minimum supervision.
- Valid driver's license and reliable transportation.
- Proficient in the Microsoft Office suite database.
- Some travel required; some overnight and weekend work required.



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## **COMPENSATION AND BENEFITS**

This is a full-time position, currently funded through September 2020. Continued engagement contingent on the availability of funds. Competitive salary and benefits are dependent on experience.

United Way of Forsyth County is an Equal Opportunity Employer.

**To apply: Please email cover letter (required) and resume to [HR@uwforsyth.org](mailto:HR@uwforsyth.org)**